From:	Rogers Thomasina - GM on behalf of Rogers Thomasina - GM <THOMASINAR@ckschools.org>
To:	GM Shared Decision Team (M&M)
Subject:	FW: GM - Module 1 Training - Staff Feedback & District Reponses
Date:	Saturday, October 19, 2019 4:36:32 PM
Attachments:	image001.png image003.png image006.png
Importance:	High

Good afternoon, MM Team –

Please review the thread below.

- I did forward our leadership team's feedback on Module 1 training to Jeni Zapatka, JD Sweet and Elizabeth Blandin

Per their suggestion, the following actions are "next steps" for establishing our first GM Equity Team:

1. removing the Equity Team sign-up poster in the mailroom
2. Following district guidelines for formation of team
    a. CKSD Building Equity Teams
    b. Specifically, *"…Principals and key staff members will use the Equity Team Inventory to identify team members…"*
    c. I will be meeting w/ Kerri Radford to review the Equity Team Inventory as we begin to consider potential teammates who demonstrate alignment with district guidelines
3. ensuring members are able to attend mandatory training (2 opportunities)
    a. Nov 6
    b. Nov 19

Additional policy info:

- ✓ CKSD Equity Policy 0030 (per state laws)
- ✓ OSPI Office of Equity and Civil Rights (state laws)

It is now clear that the formation of our GM Equity Team lies outside the realm of GM MM (Shared-Decision Team). This message is for your information only – as a follow-up to our prior conversations.

Gracing each other with kindness and patience through this process and all SDT processes is paramount – especially in these "learning years" as a district. As a shared-decision team, we are the models for how we want our greater team to operate – this includes kindness, patience, respecting and accepting of a variety of perspectives and experiences other than our own. Thank you, for continuing to develop 'growth mindset' as our entire organization (at all levels) works to develop systems and supports that serve ALL stakeholders in equitable ways!

Warmest regards, ☺

Thomasina Rogers
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Bremerton, WA 98312
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Courage is contagious. Every time we choose courage, we make everyone around us a little better and the world a little braver.
- Brene' Brown

From: Sweet JD - FMS
Sent: Friday, October 18, 2019 12:32 PM
To: Rogers Thomasina - GM <THOMASINAR@ckschools.org>
Cc: Blandin Elizabeth - OHS <ElizabethBl@ckschools.org>
Subject: RE: GM - Module 1 Training - Staff Feedback

Yes, an "invitation to anyone who would like to participate" is not the way this model has been structured. Doing it that way will result in lots of folks wanting to be part of this very important work who have no clue what it is about. They will make it an exercise in their own growth and self-awareness, and that is not the purpose of the team.

You need to be very, very intentional as you approach individuals to be on the team. They have to already have Awareness, Knowledge and Skills—and have demonstrated some past work in Advocacy in some form. While they may all be at different places, they have to all come to the team with a basic level of competency that will move the work forward. That is why the Inventory is available to you. That will force prospects to really thinks about and share out their level of competency, and give you a better idea of what they can bring to the table.

The Equity Team is not designed to be for newbies in the work, and their placement on this team should be avoided at all costs.

JD Sweet,
Teacher On Special Assignment--Equity

From: Blandin Elizabeth - OHS
Sent: Friday, October 18, 2019 12:15 PM
To: Rogers Thomasina - GM
Cc: Sweet JD - FMS; Zapatka Jeni - ADMIN
Subject: Re: GM - Module 1 Training - Staff Feedback

FYI: This is an excerpt from Jeni's earlier email. We suggest that you don't do an "all-call" for this team, but rather identify people who fit this description.

"Creating a building equity team is an intentional process. Your team will have NO MORE than 8 members, including you, and should include certificated and classified staff who have previous background and knowledge in this work. The inventory, linked below will help you reach out to the staff you identify as potential members. The inventory is not an application, but a tool to help you engage in the conversation. "

Elizabeth

From: Rogers Thomasina - GM <THOMASINAR@ckschools.org>
Sent: Friday, October 18, 2019 11:11 AM
To: Blandin Elizabeth - OHS <ElizabethBl@ckschools.org>
Cc: Sweet JD - FMS <JDS@ckschools.org>; Zapatka Jeni - ADMIN <JENIZ@ckschools.org>
Subject: RE: GM - Module 1 Training - Staff Feedback

Thank you, Elizabeth, for the clarification!

RE: "implicit bias"

I mentioned to our SDT that other schools were already on Module 2 and that could be the reason why conversations were different.

I'll remind our staff about Equity Team purpose and provide an open invitation for anyone who would like to participate.

Have a wonderful weekend! ☺

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- Brene' Brown

From: Blandin Elizabeth - OHS
Sent: Friday, October 18, 2019 10:43 AM
To: Rogers Thomasina - GM <THOMASINAR@ckschools.org>; Sweet JD - FMS <JDS@ckschools.org>
Cc: Zapatka Jeni - ADMIN <JENIZ@ckschools.org>
Subject: Re: GM - Module 1 Training - Staff Feedback

Hi Thomasina,

I believe we discussed the Equity teams at least briefly when we presented the Module 1 preview to staff in September, but it's been awhile since then. We are already booked on the 31st, but JD and I are able to meet with you to answer any questions about the equity team set-up (we are open on Monday 10/21 all day until 2:30 if you have any time). The document that

Jeni sent this morning outlines all of the expectations for participating on the team, so you are welcome to share all or part of that with staff. Regarding the first feedback statement below, the WEA trainers are not involved with our Building Equity Teams, even though the module training is part of the Equity Initiative. I can see how that might be confusing.

With respect to the third bullet, we would need to know what people are hearing about other buildings because implicit bias training is not part of Module 1. That does not come until Module 3, which no CKSD building has had yet. Module 1 should have been focused on building relationships with students and increasing hope and resiliency. If that is not what was delivered at GM, we need to know.

Let us know if you are available to meet. If Monday doesn't work, we can try something else.

Regards,
Elizabeth and JD

From: Rogers Thomasina - GM <THOMASINAR@ckschools.org>
Sent: Friday, October 18, 2019 9:39 AM
To: Blandin Elizabeth - OHS <ElizabethBl@ckschools.org>; Sweet JD - FMS <JDS@ckschools.org>
Cc: Zapatka Jeni - ADMIN <JENIZ@ckschools.org>
Subject: GM - Module 1 Training - Staff Feedback

Good morning, Elizabeth & JD –

Thank you, for all the work you've been doing to help CK move in a positive direction towards more equitable practices!

Here is some feedback I'd like to share from our most recent SDT meeting (yesterday 10/17):

- Unfortunately, our trainers did not discuss/explain Equity Teams, so staff are hesitant to sign-up if they do not know the expectations
- The content of that morning was mostly an overview of our Trauma-Informed practices ProfDev we've already had
- We never engaged in any discussions about "implicit bias" – staff are hearing that other Module 1 schools engaged in conversations very different from ours
- Our presentation was "classroom-based" connections/strategies
- Only 2 total body movement (engagement) strategies in the last 45 min of training (I had to ask trainers to include)

It looks like Jeni has scheduled Equity Team trainings to begin training November 6th.

- There are only 2 people currently signed on (myself and Kerri Radford/DLP PreK).
- GM will need someone to present "Equity Teams" explanation so we can move forward.

Would either of you be available for Thurs 10/31 ERT @ 2:15p?

Thank you, for your consideration!
If you're not available, then we will need to have an alternate plan for getting Equity Team info to staff.

☺

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